How many people at your company are planning to retire in the next 5 to 10 years? What impact will that have on your business? When employees retire and walk out your door, they take their years of acquired skills and expertise with them.

The truth is – many mature workers want to keep working for the sake of working. Even though they could retire, they still want to contribute and engage with other people. Your company can develop a culture that will not only influence the retention of these mature workers, but will also celebrate their experience and drive collaboration between younger and older workers that will help transfer those valuable skills and expertise.

- Workers are more likely to continue working if they feel that the work they are doing makes a difference and that their efforts are appreciated.
- Acknowledge loyalty and years of service.
- Offer mature workers the same training opportunities as everyone else.
- Offer flexible schedules when possible.
- Mature workers value wellness programs and other health services.
- Acknowledge and communicate to everyone the value that each generation brings to your company.
By recognizing the importance and advantage of having different backgrounds and perspectives when solving problems or coming up with new ideas, employees will view each other less as competitors and more as teammates. Mature workers may not have the same tech-savvy as their younger colleagues, but their years of experience have given them an understanding of how jobs can be done more efficiently. Their maturity has brought the confidence to share ideas and the composure to handle problems.

Having a strong representation of mature workers can build your company’s reputation as an employer of choice. Many of these employees are working because they want to, not because they have to. This will demonstrate the loyalty and pride that exists within your company’s culture.

**HOW TO MAKE THE MOST OF THE MATURE WORKER’S SKILLS AND EXPERTISE:**

- **Acknowledge and use their experience.** Tap into their wisdom and ask them for advice when making decisions.
- **Put them in roles involving customer service.** Since older workers are often looking for and have the skills to effectively engage with other people, give them responsibilities that involve customer interaction.
- **Use them to mentor future leaders.** Because they tend to have stronger communication and people skills, older workers can help develop the next generation of leaders.

*Each generation adds value to your workforce. If your culture recognizes and utilizes each individual’s strengths, your company will benefit from a multi-generational workforce that will learn from each other and prevent your company from losing valuable skills and expertise.*

Okay - maybe some should retire!